

Minutes of the Personnel Committee

Tuesday, December 6, 2005

Chair Paulson called the meeting to order at 1:00 p.m.

Present: Supervisors Duane Paulson (Chair), Tom Bullermann, Bonnie Morris, Jeff Morris, and Bob Thelen. Genia Bruce arrived at 1:10 p.m. and Rob Hutton at 1:15 p.m.

Also Present: Legislative Policy Advisor Dave Krahn, Employment Services Manager Sue Zastrow, and Labor Relations Manager Jim Richter. Recorded by Mary Pedersen, County Board Office.

Schedule Next Meeting Dates

Paulson said the next Personnel Committee meeting is scheduled for December 20th. Also, County Board picture day is scheduled for December 13th at 8:50 a.m.

Approve Minutes of 11-15-05

MOTION: B. Morris moved, second by J. Morris to approve the minutes of November 15th. Motion carried 5-0.

Ordinance 160-O-090: Ratification Of 2005 – 2006 – 2007 Teamsters Local 200 Highway And Central Fleet Maintenance Employee Collective Bargaining Agreement

Richter said this is the last of the contracts to be ratified in this cycle. It incorporates the same health insurance changes and is the same settlement the County Board adopted for the other three AFSCME groups: social workers, parks, and public health nurses.

MOTION: Bullermann moved, second by Thelen to approve ordinance 160-O-090. Motion carried 5-0.

B. Morris left the meeting at 1:09 p.m. due to a conflict of interest with ordinance 160-O-091.

Bruce arrived at 1:10 p.m.

Ordinance 160-O-091: Approve Changes For Non-Represented Employees' Salary And Benefits In 2006

Richter said this ordinance affects the non-represented employees and seasonal employees. Richter explained the proposed changes for the non-represented employees. The Point of Service health insurance plan will be changed whereby increasing the out-of-network deductible, increasing the co-insurance payments, and increasing the out-of-pocket maximums. This is consistent with what they've done with the bargaining units. It also increases the prescription drug co-payment. This still results in a savings for the employees but it will result in even more savings for the County. Also proposed is a limitation on the vacation carryover. A maximum of 40 hours can be carried over into the next year with no exceptions. This will take effect in 2007. Also proposed is a 2% across-the-board increase in January and a 1% increase in July. This is consistent with the adopted agreements for the deputies and the Accord contract.

Hutton arrived at 1:15 p.m.

Zastrow explained the changes for the seasonal employees. They include a 2.5% across-the-board increase to remain competitive and recruit workers. For consistency purposes, it's proposed that the first two steps of the Clubhouse Helper pay range be equivalent to the first two steps of the park attendants, concessionaire, etc. Staff are proposing that the five step range for the skate guards at the ice arenas be changed to a three step range and making the first three steps equivalent to the first three steps of the park attendants, concessionaire, etc., also for consistency.

Paulson asked when will the various health insurance plans be the same? Richter said in 2007. However, bargaining for the AFSCME master unit will begin next year so the point of service changes will be a part of those negotiations. Therefore, it's unknown exactly when the changes, if approved, would be implemented.

MOTION: Bruce moved, second by Bullermann to approve ordinance 160-O-091. Motion carried 6-0.

MOTION: J. Morris moved, second by Thelen to adjourn at 1:28 p.m. Motion carried 6-0.

Respectfully submitted,

Bonnie J. Morris
Secretary